

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF PEREZ EQUITY AGREEMENT FOR BARGAINING UNIT 16**

**Exclusive Employee Representative  
Union of American Physicians and Dentists**

**July 2007**

**Number of Employees:** Affects approximately 21 full-time equivalents.

***Summary***

This agreement is in response to the Perez decision which provided significant salary increases to the California Department of Corrections and Rehabilitation (CDCR) dentists thereby creating a significant number of vacancies in the Department of Development Services (DDS), the Department of Mental Health (DMH) and the Department of Veterans Affairs (DVA) due to DDS, DMH and DVA employees seeking employment at the CDCR due to the increased salaries provided by the Perez decision.

This agreement provides the following:

***I. Compensation***

- Effective July 1, 2007, DDS, DMH and DVA Dentists will receive salary increases 18% less than that provided to the CDCR Dentists as outlined in the Perez decision.

***II. Retirement***

PERSability for the affected classifications shall be implemented in stages not to exceed three years to reach full PERSability, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.